

Workplace Health Support in Wiltshire

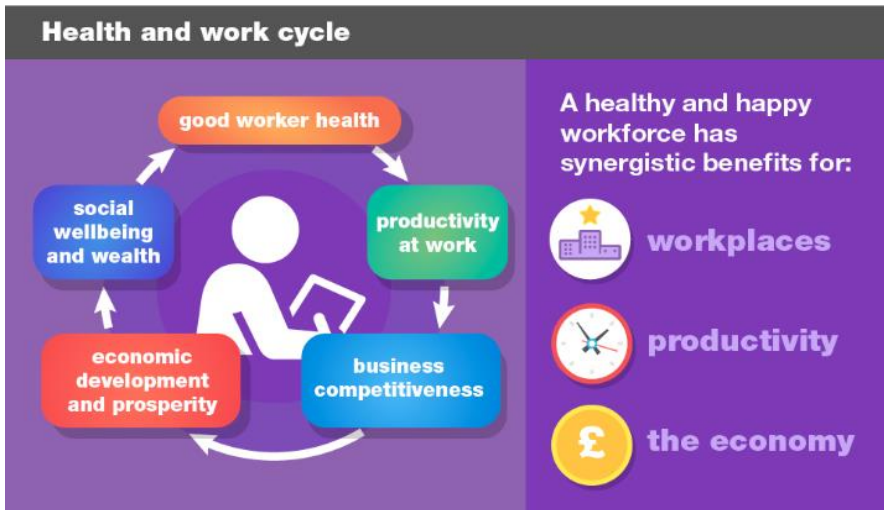
Briefing Note No. 23-24

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Date Prepared: September 2023
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1. This briefing note is for information only and relates to a new workplace health support resource from Public Health, which is hosted on The Enterprise Network website.

Work and health

2. To create a healthy society, we need all of the right building blocks in place: stable jobs, good pay, quality housing and education. These building blocks give people a solid frame to withstand life’s shocks and challenges.
3. As adults in employment spend a large proportion of their time in work, our jobs and our workplaces can have a big impact on our health and wellbeing. In fact, employment can impact both directly and indirectly on the individual, their families and communities. Therefore, work and health-related worklessness are important public health issues, both at local and national level, as seen in the health and work cycle below:



4. Enabling people with health issues to obtain or retain work, and be productive within the workplace, is a crucial part of the economic success and wellbeing of every community and industry.

Creating healthy workplaces

5. Creating healthy workplaces supports disabled people and people with long-term health conditions to stay in work. It is also important to ensure the health and wellbeing of healthy employees is maintained, as good work plays a pivotal role in people's lives and supporting the economy.
6. In Wiltshire there are currently over 21,000 enterprises, 98% of which are micro or small employers. A business of any size supporting a healthy workforce has increased productivity, improved employee behaviours with a reduction in presenteeism, absenteeism and staff turnover costs.
7. Work plays a crucial part in most people's lives and not just in providing a source of income. It can give a sense of purpose and achievement, boosts self-esteem, as well as providing the opportunity to learn, develop, socialise and build friendships with colleagues.
8. As we live longer we will need to work for longer. The Wiltshire [JSNA](#) highlights that our 65+ population currently represents just over a fifth of Wiltshire's population, but by 2040 this age group will make up nearly a third of the total population and this will be reflected in our ageing workforce. Supporting people to stay healthy and in work for longer will bring multiple benefits.

Working in partnership

9. Working with Economic Development colleagues Public Health have created an online resource to help support workplaces in Wiltshire. Hosted on The Enterprise Network website we have created dedicated webpages on a variety of workplace health topics including but not limited to, mental and physical health, substance use and financial wellbeing. Combining our resources means that existing, new and growing businesses have a dedicated website for their needs. The website can be accessed by visiting www.theenterprisenetwork.co.uk and our workplace health support pages can be viewed by clicking on the new Workplace Health tab.
10. As well as signposting to a wealth of information on workplace health we will be offering one to one support for businesses to start their journey creating a healthier workforce. Public Health will also be providing a number of learning and development opportunities for businesses, both large and small and will be working closely with our Health Coaching service.
11. During 2022-23 we worked with colleagues at Swindon Borough Council and The Growth Hub to deliver a wide-ranging webinar series. The Wellbeing in Workplace programme covered multiple topics including smoking cessation, becoming a Disability Confident employer, financial wellbeing and substance use. The programme is currently being evaluated and will form part of our offer in the future.

Wider links to workplace health

12. The Spring Budget recognised that long-term sickness is now the most common reason for economic inactivity among the working age population. A number of measures have been identified to address this issue including the WorkWell Partnerships Programme (WWPP), universal support, employment support in health service, scaling up musculoskeletal hubs and expanding digital health resources and Occupational Health.
13. The WWPP provides an opportunity for local systems looking to innovate in the field of work and health support to receive funding to develop new approaches to support people with health conditions and disabled people to remain in, return to and obtain work. Local authorities and ICBs will play a central role in convening local partnerships to design and deliver pilot WWPP schemes.
14. Wiltshire Council are investing Prosperity Funds, allocated through the UK Shared Prosperity Fund (UKSPF) across the county. One of the identified Delivery Themes under the Objective for People and Skills relates to Sustaining Work. Supporting people in workplaces can help sustain employment, particularly for those with poor physical and mental health, and this will be a focus. We will work with colleagues in Economic Development to explore opportunities to support delivery of this theme.

Key points

15. Our jobs and our workplaces can have a big impact on our health and wellbeing. A healthy workforce increases productivity, improves employee behaviours with a reduction in presenteeism, absenteeism and staff turnover costs.
16. Public Health and Economic Development have joined together to create and host a number of workplace health webpages on [The Enterprise Network](#). This free resource can be accessed by both employees and employers and provides a wealth of information, support and signposting.

Why are we telling you this?

17. This briefing is for information only. As part of our wider communications plan we want to engage with as many businesses in Wiltshire and let them know about our workplace health offer. Aligning with the Business Plan's guiding themes supporting workplace health will improve social mobility and tackle inequalities through prevention and early intervention. We would ask that you share this new resource through your networks. Further information on our workplace health offer can be obtained by contacting guy.sharp@wiltshire.gov.uk